



Administrative Progress Report (APR) March 2006

To: POST Commissioners and Advisory Committee

From: KENNETH J. O'BRIEN
Executive Director

The APR is a monthly status report intended to inform POST Commissioners and law enforcement officials of recent progress on POST projects and instructional programs currently under development, and other information of interest relating to POST.

FORMER COMMISSIONER PHIL DEL CAMPO SUCCUMBS

Phil del Campo, Ph.D., passed away on Tuesday, March 21, 2006, after experiencing a severe blood infection for several months. Phil will be missed by members of the POST staff, the Advisory Committee, and the Commission. He was an active citizen representative on the POST Advisory Committee since 1999. Prior to this, Phil served one term on the POST Commission (1997-1999).

Prior to his death, Phil was a self-employed education consultant. He previously served as Dean of the School of Education at the United States International University in San Diego from 1985 to 1988. He also served as president of San Diego Community College from 1974 to 1985, and as Dean of Students at San Diego City College from 1971 to 1974. In 1986, the Board of Trustees at San Diego Community College named him a President Emeritus.

Phil served in the Marine Corps during the Korean War where he received a purple heart. He will be remembered most for his friendliness, dedication, and constructive approach to addressing issues.

BASIC COURSE INFORMATIONAL WEBSITE REVISED

In 2002, a Basic Course Informational Website was established to provide easy access to Basic Course curriculum and testing information. In March 2006, the Website was revised to improve its functionality and format. The Website provides general academy information, news flashes, current project status reports, and downloadable copies of material provided at the Basic Course Academy Director and Coordinator Consortium meetings. In addition, the Website allows presenters to: file reports of errors on written tests, obtain pass point information, download training manuals, obtain test security information, and order test booklets, student workbooks, and scenario tests. Access to the Website is limited to Basic Course presenters.

Questions about the Basic Course Informational Website should be directed to Senior Personnel Selection Consultant Ken Krueger, Standards and Evaluation Services Bureau, at (916) 227-2810 or by email at Ken.Krueger@post.ca.gov.

PUBLIC SAFETY COMMUNICATIONS TERRORISM AWARENESS INSTRUCTOR COURSE (PSC-TAIC) CURRICULUM FINALIZED

POST staff and subject matter experts met on March 24, 2006, to review the evaluation feedback from the pilot presentations of the *Public Safety Communications Terrorism Awareness Instructor Course (PSC-TAIC)* in December 2005 and January 2006. Based on the evaluation comments and feedback received from the instructors, final curriculum modifications were completed by the working group.

The 8-hour *Public Safety Communications Terrorism Awareness Course (PSC-TAC)* curriculum has been approved by the federal Department of Homeland Security, Office of Grants and Training (G&T). That approval allows agencies to use federal homeland security grant funds to pay for course presentation costs. The 24-hour *Public Safety Communications Terrorism Awareness Instructor Course* curriculum will be submitted to the G&T for approval once the curriculum modifications are finalized.

These two courses were developed for public safety dispatchers using a team of POST Master Instructors. The team was led by Debora McGlynn from San Mateo County Communications. The other team members were Jane Jimenez, Placer County Sheriff's Department; Maureen Logue and Sheila Herron-Fox, San Diego Harbor Police Department; and Jan Myers, Napa Valley College. Each devoted a significant amount of time to develop and present the pilot courses.

Approximately 55 instructors have been trained in the two pilots and have been delivering the course since they completed the training. The curriculum for both courses will be presented to the Commission in April 2006 for approval and inclusion in Commission Regulation.

Questions about the *Public Safety Communications Terrorism Awareness Courses* may be directed to Special Consultant Ken Whitman, Homeland Security Training Program, at (916) 227-5561 or by email at Ken.Whitman@post.ca.gov.

OFFICE OF EMERGENCY SERVICES (OES) TRAINING AND EXERCISE COMMITTEE FINALIZES RECOMMENDATIONS ON THE IMPLEMENTATION OF THE NATIONAL INCIDENT MANAGEMENT SYSTEM (NIMS)

The Office of Emergency Services (OES) Training and Exercise Committee met on March 7, 2006, to finalize recommendations for training to integrate the Standardized Emergency Management System (SEMS) and the National Incident Management System (NIMS) on a statewide basis. The training recommendations combine both the federal and state requirements for first responders.

Governor Schwarzenegger assigned the OES as the lead agency to integrate the SEMS and NIMS and set statewide standards to comply with federal requirements. The Training and Exercise Committee has been working on training requirements, instructor certification, and exercise components for several months.

The recommendations will be presented to the California Standardized Emergency Advisory Board at a meeting on April 26, 2006, in Sacramento. The Board will act on those recommendations as part of a final report to the Governor's Office.

Questions about the OES recommendations on the implementation of the NIMS may be directed to Special Consultant Ken Whitman, Homeland Security Training Program, at (916) 227-5561 or by email at Ken.Whitman@post.ca.gov. Questions may also be directed to OES Committee Chair Curry Mayer at (916) 845-8288 or by email at Curry.Mayer@oes.ca.gov.

DEVELOPMENT BEGINS ON STANDARDIZED EMERGENCY MANAGEMENT SYSTEM (SEMS)/NATIONAL INCIDENT MANAGEMENT SYSTEM (NIMS) TELECOURSE

Staff has begun development on a telecourse to provide training and information on the Standardized Emergency Management System (SEMS)/National Incident Management System (NIMS).

Federal law requires the use of the National Incident Management System (NIMS) in responding to domestic incidents. All state and local governments must train response personnel in the use of the NIMS by September 30, 2006, to comply with this federal requirement.

The telecourse is being produced by POST in collaboration with the OES, the State Fire Marshals Office, the California Highway Patrol, the Emergency Medical Services Authority, and local law enforcement and fire services. The telecourse will focus on providing guidance on both the state and federal requirements, as well as identifying key objectives that highlight successes in emergency management of domestic incidents here in California.

Questions about the SEMS/NIMS telecourse may be directed to Special Consultant Ken Whitman, Homeland Security Training Program, at (916) 227-5561 or by email Ken.Whitman@post.ca.gov; or to Senior Consultant Jody Buna, Training Program Services Bureau, at (916) 227-4896 or by email at Jody.Buna@post.ca.gov.

IADLEST WESTERN REGION MEETS AT POST

The Western Region of the International Association of Directors of Law Enforcement Standards and Training (IADLEST) met in Sacramento in March to begin regional collaboration on the development of a pre-academy physical fitness assessment process. POST hosted the workshop on behalf of the West Region. The region includes AK, AZ, CA, CO, HI, ID, MT, NV, OR, UT, and WA.

Representatives from POST organizations in Arizona, Idaho, Nevada, Oregon, Utah, and Washington attended the meeting. In addition to Executive Director Ken O'Brien, the executive directors from Washington, Oregon, and Nevada attended the meeting. POST staff from the Standards and Evaluation Services Bureau and the Basic Training Bureau participated in the meeting. Also participating were invited representatives from the Los Angeles County Sheriff's Department and the California Highway Patrol.

The workshop arose from common concerns that many students begin academy training in such poor physical condition that success in the academy program is questionable. POST directors nationwide are interested in the ability to assess a student's initial fitness condition and to develop programs that will increase the likelihood of success in the academy. The meeting included information about the Western Region's state-of-the-art physical fitness assessment processes and programs. The discussion included the feasibility of a standardized assessment process that can be used by all states in the region, and an agreement to continue the regional collaboration on the issue. In addition, the group began initial development of recommendations for presentation to the IADLEST annual conference in June 2006.

Questions about the Western Region IADLEST meeting may be directed to Assistant Executive Director Mike DiMiceli, Executive Office, at (916) 227-2808 or by email at Mike.DiMiceli@post.ca.gov.

LAW ENFORCEMENT RESPONSE TO TERRORISM (LERT) INSTRUCTOR COURSE

The first of two *Law Enforcement Response to Terrorism (LERT)* Instructor courses was presented at the San Bernardino County Sheriff's Department Academy in March. This 32-hour course trains new instructors to present the 8-hour *Law Enforcement Response to Terrorism (LERT)* course required by SB 1350. The class graduated 32 new instructors who have been certified to present the 8-hour course. Approximately 400 instructors have completed this training to date.

The second *Law Enforcement Response to Terrorism (LERT) Instructor* course will be presented in Seaside, CA in June 2006. This class is full and a waiting list will accommodate additional students. POST staff is scheduling four additional presentations to address the waiting list after July 1, 2006. The schedules will be posted on the POST website.

Questions about the LERT courses may be directed to Associate Governmental Program Analyst Kathy Hobson, Management Counseling Services Bureau, at (916) 227-3911 or by email at Kathy.Hobson@post.ca.gov.

FIREARMS TESTING RESTRICTED TO SKILLS

At the March 2006 meeting, the Basic Course Consortium rejected the concept of a written test for firearms as proposed by the Firearms Skills Testing Development Committee. As a result, POST firearms test development will be restricted to skills testing. Academies may choose to continue to administer locally-developed and validated written firearms tests. More than half of the academies already administer such written tests.

Questions about the Firearms Skills Test Development Project may be directed to Personnel Selection Consultant Bob Holmgren, Standards and Evaluation Services Bureau, at (916) 227-4537 or by email at Bob.Holmgren@post.ca.gov.

NATIONAL LAW ENFORCEMENT AND CORRECTIONS TECHNOLOGY CENTER (NLECTC)-WEST REGIONAL ADVISORY COUNCIL ATTENDED

Bureau Chief Paul Harman attended the NLECTC-West Regional Advisory Council meeting in El Segundo on March 21-22, 2006. Advisory council members were shown the latest technology available to law enforcement through presentations and actual demonstrations of equipment at the meeting. Advisory members also attended a briefing with SWAT Team supervisors of the Los Angeles County Sheriff's Department Special Enforcement Bureau, and then had an opportunity to see a demonstration of the latest equipment and technology used by the department.

A subsequent presentation at the Emergency Operations Center, located at the sheriff's communications center, was presented by members of the Los Angeles County Sheriff's Department and the Los Angeles Police Department. The presentation showcased technology upgrades intended to improve law enforcement's ability to reduce crime. The Center's teleconferencing and communications equipment to enable coordination of multiple agency responses to a disaster was also demonstrated.

Questions about the NLECTC-West meeting may be directed to Bureau Chief Paul Harman, Information Services Bureau, at (916) 227-0539 or by email at Paul.Harman@post.ca.gov.

PERSONALITY TESTING PROJECT UPDATE

Consistent with Strategic Plan Objective A-1 to "Establish Personality Assessment for Entry-Level Selection," the Commission authorized a two-year project to "Evaluate personality measures of peace officer attributes." The project is examining the feasibility and advisability of introducing personality testing into the hiring process for law enforcement candidates.

Personality testing assesses the types of attributes that are commonly used to describe a person's character (dependable, sociable, self-assured, etc.), rather than underlying mental or emotional conditions. Tests of such attributes are commonly used in the private sector to "screen in" persons who score the highest on the tests (in contrast to the "screening out" that occurs in psychological screening).

Work on the project has included reviews of the job-relatedness evidence for personality testing and case law pertaining to the use of such tests. In addition, analyses are being conducted to estimate whether personality testing would reduce disqualification rates on the background investigation and/or psychological screening, and thus reduce overall costs in the hiring process.

Job analysis information from many sources has been summarized for review by field training officers and patrol sergeants. Results of the reviews will be used to identify the types of personality attributes that show the greatest promise for personality testing in the law enforcement hiring process.

Questions about the Personality Testing Project may be directed to Special Consultant John Berner, Standards and Evaluation Services Bureau, at (916) 227-4828 or by email at John.Berner@post.ca.gov.

POST LIBRARY ANNOUNCES NEWS2WEB SERVICE

On March 17, 2006, POST began using a Really Simple Syndication (RSS) feed aggregator called *News2Web* to send law enforcement-related news stories to staff via e-mail. News stories are filtered using keywords (e.g., police, pursuit, law enforcement). The current *News2Web* profile contains approximately 15 law enforcement-related keywords. Stories can be added from any news source that has RSS capability (e.g., *Los Angeles Times*, *KCRA.com*). Staff currently receives updates from six television news stations, eight newspapers, and *Officer.com*.

Before *News2Web*, POST staff would scan online sources one by one and forwarding relevant stories to interested co-workers. With *News2Web*, nearly all relevant stories are captured because of keyword filtering. And, instead of staff receiving many e-mail messages each day, they typically receive only one. As one POST staff member said, *News2Web* is “a huge step forward for gathering information.”

Questions about the *News2Web* service may be directed to Clearinghouse Librarian Deborah Dalton, POST Library, at (916) 227-3204 or by email at Deborah.Dalton@post.ca.gov.

POST STAFF ATTENDS KERN COUNTY LAW ENFORCEMENT TRAINING ACADEMY GRADUATION

The Kern County Law Enforcement Training Academy graduated class 2005-06 on March 15, 2006. This class was special in two respects. This was the first academy class and the first mass hiring of deputies since 2002. The graduates included 23 members of the Kern County Sheriff's Department, one member of the Arvin Police Department, one member from the Ridgecrest Police Department, and one non-affiliated member. The graduating class completed 760 hours of training and had to maintain an academic average of 80% over the entire 22 weeks.

Deputy Andrew R. Romanini, Kern County Sheriff's Department, received the Top Academic Award. Deputy Michael Brummett, Kern County Sheriff's Department, received the Top Firearm Award after scoring 203 points out of a potential score of 204. Deputy Jesse Alvarez, the class leader, received the Top Physical Fitness Award. The overall Top Cadet Award was given to Deputy Brandon L. Rutledge.

This class was exceptional in that their physical conditioning and running ability exceeded expectations. Five of the graduating deputies were invited to join the Kern County Sheriff's Department running team that will participate in the Baker-to-Las Vegas Run.

The guest speaker was Deputy District Attorney David Wolf of the Kern County District Attorney's Office. Sergeant Brian Wheeler, the coordinator of the class, was assisted by Senior Deputy Dana Albrow, Recruit Training Officer Drake Massey, Sergeant Richard Terry, Chief Deputy Craig Massey, and Sheriff Mack Wimbish of the Kern County Sheriff's Department; Lieutenant Alden Fowler of the Ridgecrest Police Department; and Sergeant Charlie Breeding of the Arvin Police Department. Command Staff from the police departments that had graduates in the class also pinned the badges on their new officers. Each of the new officers and deputies were sworn in by Judge Michael Lewis of the Kern County Superior Court.

The graduation ceremony was held in the sheriff's aircraft hanger at the Kern County Sheriff's Department facility in Bakersfield. The hanger was filled to capacity with relatives and friends of the graduating class. At the conclusion of the ceremonies, the hanger doors were opened and the Sheriff's Department helicopter flew toward the hanger, hovered, and, through the radio, welcomed the new deputies to the department. Region Four Manager Thomas Scheidecker, Training Delivery and Compliance Services Bureau, represented POST at the graduation ceremony.

Questions about the Kern County Law Enforcement Training Academy graduation may be directed to Region Four Manager Thomas Scheidecker, Training Delivery and Compliance Services Bureau, at (916) 227-4869 or by email at Tom.Scheidecker@post.ca.gov.

CALENDAR OF EVENTS ON THE POST WEBSITE

Due to security concerns, the POST Calendar of Events is located within the Flagship Network on the POST Website. The Flagship Network is an electronic bulletin board for the Commission and sworn law enforcement personnel that is accessed through a user identification and password.

Information about obtaining access is located at http://www.post.ca.gov/library/p_ch/flagship_bb.asp. If you have access to the network but have forgotten your user identification or password, please send an email to clearinghouse@post.ca.gov.

LEGISLATIVE UPDATE

Information regarding bills with a Commission position appears on the following page. The POST website provides access to legislative information as follows:

Assembly Bills of interest to law enforcement:

- By Assembly Bill Number: <http://www.post.ca.gov/about/legislation/AssemblyBills.pdf>
- By Author Name: <http://www.post.ca.gov/about/legislation/AssemblyAuthors.pdf>

Senate Bills of interest to law enforcement:

- By Senate Bill Number: <http://www.post.ca.gov/about/legislation/SenateBills.pdf>
- By Author Name: <http://www.post.ca.gov/about/legislation/SenateAuthors.pdf>

Bills with a Commission position:

<http://www.post.ca.gov/about/legislation/position.doc>

STATUS OF LEGISLATION ON WHICH THE COMMISSION HAS TAKEN A POSITION

The following are bills on which the Commission has taken a position. Other bills of interest to law enforcement stakeholders may be viewed at <http://www.post.ca.gov/about/legislation.asp>.

Bill # and Author	Title, Summary and Commission Position	Status of Bill
<u>AB 542</u> (Huff)	Commission on Peace Officer Standards and Training: This bill would require POST to permit law enforcement volunteers who have the approval of their chief of police or sheriff for which the volunteers intend to perform services, to attend any training course which the Commission provides. It would require POST to establish minimum training standards, develop initial and refresher training, and establish a certification program for volunteers. Commission Position: <i>Oppose unless amended</i>	ASM Died (1-10-06)
<u>AB 1942</u> (Nava)	Arrest of Caretaker Parents or Guardians of Minors: This bill would require POST to develop guidelines and training for use by state and local law enforcement officers to address issues related to child safety when a caretaker parent or guardian is arrested. It would express Legislative intent regarding the development of protocols by law enforcement and other entities pertaining to arrested caretaker parents or guardians of minors to ensure the safety and well-being of affected minors. Commission Position: <i>To be sought April 27, 2006</i>	ASM Approp. Comm. (3-22-06)
<u>AB 2183</u> (Spitzer)	Peace Officer Training: Physical Fitness: This bill would require POST to develop guidelines for a voluntary physical fitness program for peace officers employed by police and sheriffs departments. It would authorize cities and counties that participate in the program to receive state aid. It would appropriate \$10 M from the general fund to POST to develop the guidelines and provide funds to participating cities and counties. Commission Position: <i>To be sought April 27, 2006</i>	ASM Public Safety Comm. (3-29-06)
<u>AB 2300</u> (Parra)	Crime Prevention Programs: Crime Stoppers Council: This bill would create the State California Crime Stoppers Council; authorize the Council to certify local crime stopper programs; provide immunity from liability to persons who report criminal activity to the Council or to a local certified local program; provide immunity from liability to persons who act on reports of criminal activity; and authorize a board of supervisors of a county to impose additional monetary criminal penalty (\$5 per fine) to fund the State Council and certified local programs. Commission Position: <i>To be sought April 27, 2006</i>	ASM Public Safety Comm. (4-04-06)

Bill # and Author	Title, Summary, & Commission Position	Status of Bill
<u>AB 2465</u> (De La Torre)	Pedestrian-Bicyclist Safety: Vehicles: School Safety Zones: This bill would expand the authority of cities, counties and school districts to establish a school pedestrian-bicyclist safety program within school zones. It would authorize that specified violations committed by drivers of vehicles within these zones would result in doubling of the fine for these offenses. Law enforcement agencies requested by the program administrator to assist in enforcement would be required to provide agency resources without additional funding. Commission Position: <i>To be sought April 27, 2006</i>	ASM Trans. Comm. (4-24-06)
<u>SB 1227</u> (Denham)	Prima Facie Speed Limits: Schools: School Zones: This bill would expand the authority of cities, counties, and school districts to establish a school pedestrian-bicyclist safety program within school zones. It would reduce the "school zone" speed limit from 25 mph to 15 mph. It would require doubling the fine in case of misdemeanor, and increases in the fines as specified, in the case of infractions. The enhanced portion of the fine would be exclusively used to pay for the cost of enhanced school traffic safety programs in school zones. This bill is similar to AB 2465 (De La Torre). Commission Position: <i>To be sought April 27, 2006</i>	Sen. Trans. & Housing Comm. (4-04-06)
<u>SB 1761</u> (Poochigian)	Victim Services: This bill would create the Victim Trauma Recovery and Child Advocacy Center Funds. It would authorize counties to establish child advocacy centers to coordinate the activities of various agencies involved in the investigation and prosecution of alleged child abuse and mitigation of family violence. It would authorize the Office of Emergency Services to administer the grant program associated with county child advocacy centers. It would redistribute funds within the State Penalty Fund, including increasing the Peace Officers' Training Fund by 9.5%. Commission Position: <i>To be sought April 27, 2006</i>	Sen. Public Safety Comm. (4-18-06)
<u>SB 1773</u> (Alarcon)	Fines and Forfeitures: This bill would authorize boards of supervisors to increase an existing penalty assessment to \$2 for every \$10 of fines, penalties, and forfeitures collected for criminal offenses. It would require 75% of the funds collected in this manner to be deposited into the Maddy Emergency Medical Services Fund, 15% to be deposited into the "Richie Fund" for expenditures related to pediatric trauma centers, and 10% of the funds collected to be used to address administrative costs. Commission Position: <i>To be sought April 27, 2006</i>	Sen. Health Comm. (4-05-06)